





# DEPARTMENT OF ENVIRONMENTAL QUALITY

 <p><b>Mitch Adelman</b> Environmental manager Remediation and Redevelopment Division <b>Jackson</b></p>	<p>“Shares information with staff; high standards while encouraging staff to be innovative; listens, considers, includes, and questions.”</p>
<p>PHOTO NOT AVAILABLE</p> <p><b>John Arevalo</b> Environmental manager Geological and Land Management Division <b>Gaylord</b></p>	<p>“Excellent work habits, includes his staff, makes excellent decisions, high values, excellent knowledge.”</p>
<p>PHOTO NOT AVAILABLE</p> <p><b>Phil Argiroff</b> Licensed engineering manager Water Division <b>Livonia</b></p>	<p>“Honest, down to earth, works very hard, manages others well, has high values; takes great pride in his work; fair, helpful and knowledgeable, not only as a supervisor but also as a mentor.”</p>
<p>PHOTO NOT AVAILABLE</p> <p><b>Dennis Armbruster</b> Assistant Division Chief Air Quality Division <b>Lansing</b></p>	<p>“Makes sound decisions, maintained positive professional work ethic despite most difficult circumstances, follow through on commitments, treats staff with respect; integrity, not pressured by politicians.”</p>
<p>PHOTO NOT AVAILABLE</p> <p><b>Larry AuBuchon</b> Environmental manager Waste and Hazardous Materials Division <b>Livonia</b></p>	<p>“Listens to employees’ concerns; very knowledgeable and pleasant; always does what is right, keeps everyone informed, will support staff on controversial issues.”</p>

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 <p><b>Bob Avery</b> Laboratory Science Manager Environmental Science and Services Division <b>Lansing</b></p>	<p>“Upgraded lab quality control and assurance to national and international standards, honest, a team player, a leader; committed to excellence.”</p>
<p>PHOTO NOT AVAILABLE</p> <p><b>Larry Bean</b> Geologist Waste and Hazardous Materials Division <b>Livonia</b></p>	<p>“Takes strong stands and sticks with them, hardworking, fair, and honest.”</p>
<p>PHOTO NOT AVAILABLE</p> <p><b>Tim Benton</b> Environmental manager Water Division <b>Lansing</b></p>	<p>“Works Saturdays and Sundays; very committed; honest, treats staff with respect and fairness, gives praise where praise is due.”</p>
 <p><b>Peg Bostwick</b> Environmental quality specialist Geological and Land Management Division <b>Lansing</b></p>	<p>“Dedication, excellent work product, includes other staff, a nationally recognized expert in and passionate advocate for wetlands.”</p>

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<p>PHOTO NOT AVAILABLE</p> <p><b>Patty Brandt</b> Environmental quality specialist Remediation and Redevelopment Division <b>Lansing</b></p>	<p>“Vigorous pursuit of high quality work, selfless efforts to assure work is complete and accurate, aggressive advocate of line staff input.”</p>
<p>PHOTO NOT AVAILABLE</p> <p><b>Patrick Brennan</b> Environmental engineer Waste and Hazardous Materials Division <b>Lansing</b></p>	<p>“Very knowledgeable in his area of expertise, willing to explain decisions for your understanding, honest, consistent hard worker.”</p>
 <p><b>Kathy Brewer</b> Environmental quality analyst Water Division <b>Bay City</b></p>	<p>“Exemplifies integrity, and really cares about environment; goes beyond all procedures to do more than is professionally required to regulate facilities and keep office morale going.”</p>
 <p><b>Brenda Brouillet</b> Environmental manager Remediation and Redevelopment Division <b>Bay City</b></p>	<p>“Always communicates her commitment to the environment and always does the right thing for the state, and to support her co-workers; listens to all views, articulates her decision, and stands behind it.”</p>

# DEPARTMENT OF ENVIRONMENTAL QUALITY



**Liz Browne**  
Environmental manager  
Remediation and Redevelopment  
Division  
**Lansing**

“Dedication, composure. Strong accountability. Focused on decisions that are scientifically sound and technically accurate.”



**George Bruchmann**  
Division Chief  
Waste and Hazardous Materials Division  
**Lansing**

“Demonstrates trust in staff, seeks input, fosters teamwork; listens attentively, polite, makes decisions with honesty, integrity, and courage.”

# DEPARTMENT OF ENVIRONMENTAL QUALITY



**Carol Brunner**  
Department manager  
Waste and Hazardous Materials Division  
**Lansing**

“Always open and honest; includes staff in process decisions, maintains high standard for herself, and pushes us to do our best; beyond reproach.”



**Amy Butler**  
Division Chief  
Environmental Science and Services  
Division  
**Lansing**

“Strong, overcame great odds, shows compassion with employees and others, intelligent, appreciates staff, perseveres.”

PHOTO NOT AVAILABLE


**Lee Carter**  
Environmental manager  
Waste and Hazardous Materials Division  
**Lansing**

“Honest, integrity, always considers others’ opinions.”

# DEPARTMENT OF ENVIRONMENTAL QUALITY

<p>PHOTO NOT AVAILABLE</p> <p><b>Ann Chevalier</b> Environmental quality analyst Air Quality Division <b>Lansing</b></p>	<p>“Includes everyone in meetings and decisions, does things correctly and with great integrity, willing to help anyone.”</p>
 <p><b>Thad Cleary</b> Environmental quality specialist Water Division <b>Lansing</b></p>	<p>“Worked very hard in program destroyed by reorganization to learn new things and get job done; routinely includes internal and external customers in decision-making.”</p>
<p>PHOTO NOT AVAILABLE</p> <p><b>Bill Creal</b> Environmental manager Water Division <b>Lansing</b></p>	<p>“Takes pride in doing more than necessary, looks to do things right, listens to all staff equally, and provides supportive atmosphere.”</p>
 <p><b>Mary Ellen Cromwell</b> Assistant Division Chief Geological and Land Management Division <b>Lansing</b></p>	<p>“Treats people as equals, always respectful, good role model for supervisor, always shows integrity and professionalism; thanks people for information provided.”</p>

# DEPARTMENT OF ENVIRONMENTAL QUALITY

<p>PHOTO NOT AVAILABLE</p> <p><b>Catherine Cunningham</b> Environmental manager Environmental Science and Services Division</p>	<p>“Dedicated, hard-working, excellent communicator, brings out best of those around her, knowledgeable about program, and supportive of staff.”</p>
<p>PHOTO NOT AVAILABLE</p> <p><b>Steve Cunningham</b> Environmental quality specialist Remediation and Redevelopment Division <b>Cadillac</b></p>	<p>“Very honest, a true leader; ethical, and a true concern for the environment; easy going with fellow workers but considerable competence.”</p>
 <p><b>Dan Dell</b> Environmental manager Water Division <b>Lansing</b></p>	<p>“An approachable supervisor with integrity, concern for others, and good understanding of his job.”</p>
<p>PHOTO NOT AVAILABLE</p> <p><b>Bill Duley</b> Environmental quality analyst Remediation and Redevelopment Division <b>Cadillac</b></p>	<p>“Dedicated, helpful, positive attitude.”</p>

# DEPARTMENT OF ENVIRONMENTAL QUALITY



**Karen Duling**  
Department manager  
Water Division  
Lansing

“Includes staff in decision-making, honest in dealings with staff, makes staff feel important, decisions are based on rules but reflect fairness; best supervisor I have had in over 20 years of state service.”

PHOTO NOT AVAILABLE

**Greg Eagle**  
Office of Criminal Investigations  
Bay City

“Values and includes everyone by e-mails, etc.; shares information and treats staff with integrity.”



**Peg McComb-Elowski**  
Environmental manager  
Geological and Land Management  
Division  
Lansing

“Exemplifies integrity and excellence by listening; works hard.”

PHOTO NOT AVAILABLE

“Integrity and sincerity in difficult program;

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<p><b>Ann Emington</b> Geologist Remediation and Redevelopment Division <b>Cadillac</b></p>	<p>good with public and very hard worker; pragmatic and a friend to all.”</p>
 <p><b>Susan Erickson</b> Environmental manager Environmental Science and Services Division <b>Lansing</b></p>	<p>“Takes an engaging, collaborative approach, appreciates and seeks input from staff,</p>
<p>PHOTO NOT AVAILABLE</p> <p><b>Laura Esman</b> Environmental quality analyst Water Division <b>Lansing</b></p>	<p>“Does what she says and works hard in an almost impossible situation.”</p>
 <p><b>Richard Falardeau</b> Licensed engineering manager Water Division <b>Lansing</b></p>	<p>“Very supportive of staff and values our input.”</p>

# DEPARTMENT OF ENVIRONMENTAL QUALITY



**Dennis Fedewa**  
Chief  
Financial and Business Services  
Division  
**Lansing**

“Very supportive, recognizes staff, includes staff in what is going on.”



**Bryce Feighner**  
Environmental manager  
Water Division  
**Livonia**

“Fair, sacrifices for common good, ethical; empowers co-workers, willing to listen, integrity is unmatched, courageous, excels in many ways, does the right thing even when not politically popular; tireless worker.”

PHOTO NOT AVAILABLE

**Lynn Fiedler**  
Engineering manager  
Air Quality Division  
**Lansing**

“Works hard, is fair, compliments staff, creative and open to new ideas, intelligent, takes responsibility for actions of staff.”

# DEPARTMENT OF ENVIRONMENTAL QUALITY



**John Fiero**

Licensed engineering manager  
Water Division  
**Lansing**

“Excellent communicator, great trainer, treats public in professional manner, very knowledgeable.”



**Mark Fife**

Environmental quality specialist  
Water Division  
**Lansing**

“Open door policy, honest and always upholds regs and program decision even when not popular, expresses appreciation of people of integrity, takes responsibility.”





**Hal Fitch**

Division Manager  
Geological and Land Management  
Division  
**Lansing**

“Treats everyone with respect, listens to all points of view, decisive, keeps emotions out of decision-making process; looks at facts, science, risks, impacts, and law to make decision.”

# DEPARTMENT OF ENVIRONMENTAL QUALITY

<p>PHOTO NOT AVAILABLE</p> <p><b>Craig Fitzner</b> Environmental manager Air Quality Division <b>Lansing</b></p>	<p>“Fantastic manager, respects all, strives to project integrity, looks out for his workers.”</p>
 <p><b>Terri Golla</b> Geologist Remediation and Redevelopment Division <b>Livonia</b></p>	<p>“Fair, respectful of others, dedicated, honest.”</p>
 <p><b>Mary Goodhall</b> Department analyst Environmental Science and Services Division <b>Lansing</b></p>	<p>“Excellent, sets high standards and delivers, works hard, stays enthusiastic when times are tough, practices teamwork and inclusion.”</p>

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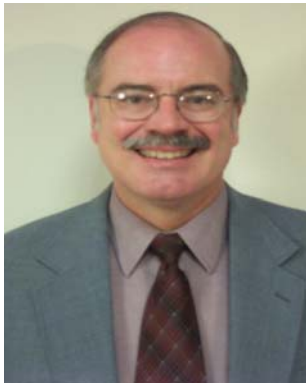
**Jan Graham**  
Department analyst  
Waste and Hazardous Materials Division  
**Lansing**

“Always ready to take time away from her work to help others; ‘can do’ attitude, listens, sense of humor, responsible, conscientious.”

PHOTO NOT AVAILABLE

**Joe Haas**  
Environmental quality analyst  
Geological and Land Management  
Division  
**Bay City**

“Always explains the wetland statute to public in a positive way; diplomatic manner and sense of humor helps diffuse many angry customers; a joy to work with; does his job well and always looks at what is lawful and best for the resource.”



**David Hamilton**  
Licensed Engineering Manager  
Waste and Hazardous Materials Division  
**Lansing**

“Asks for input, trusts staff and listens, excellent manager.”

# DEPARTMENT OF ENVIRONMENTAL QUALITY



**Steve Harrington**  
Environmental quality analyst  
Remediation and Redevelopment  
Division  
**Upper Peninsula**

“Asks for input, trusts staff and listens, excellent manager.”



**Rick Henderson**  
Environmental manager  
Geological and Land Management  
Division  
**Cadillac**

“Fairly and consistently administers program issues, seeks staff opinion on issues, never fails to listen objectively and fairly before making a decision, lives his personal moral beliefs; inspires staff and encourages excellence.”

PHOTO NOT AVAILABLE

**Gerard Heyt**  
Environmental manager  
Remediation and Redevelopment  
Division  
**Grand Rapids**

“Always asks for staff opinion and listens; against all odds, he strives to improve working solutions for all of us; facilitates doing the right thing.”

PHOTO NOT AVAILABLE

**Doug Hill**  
Environmental quality specialist  
Environmental Science and Services  
Division  
**Lansing**

“Always does what is right, considers all individuals and groups served, always looking for ways to improve.”

# DEPARTMENT OF ENVIRONMENTAL QUALITY



**Andy Hogarth**  
Division Chief  
Remediation and Redevelopment  
Division  
**Lansing**

“Caring and proud of staff (and says so), respectful, communicates with many, great listener, extremely honest and trustworthy; encourages innovation, strives to think things through; one of our best all-time employees.”



**George Jackson**  
Environmental manager  
Remediation and Redevelopment  
Division  
**Lansing**


“Strives for and recognizes excellence by working with each employee.”

PHOTO NOT AVAILABLE

**Robert Jackson**  
Engineering manager  
Environmental Science and Services  
Division  
**Lansing**

“Communicates well with staff, honest, supportive, dedicated, knowledgeable, understanding, trusts and supports his team.”

# DEPARTMENT OF ENVIRONMENTAL QUALITY

<p>PHOTO NOT AVAILABLE</p> <p><b>Jim Janiczek</b> Environmental manager Water Division <b>Lansing</b></p>	<p>“Lets staff perform job without intrusive oversight, responds to issues quickly and effectively, good work ethic, open door policy for employees, tireless in getting information to superiors, to Legislature, and to staff. Technically well-versed, and treats staff with respect.”</p>
 <p><b>Mark Jersin</b> Laboratory Scientist Environmental Science and Services Division <b>Lansing</b></p>	<p>“Does a great job, helps whenever needed, respectful to all, always thinking ahead.”</p>
<p>PHOTO NOT AVAILABLE</p> <p><b>Malhoul “Mike” Kadri</b> Engineering Specialist Waste and Hazardous Materials Division <b>Lansing</b></p>	<p>“Asks for staff input, shares information, respects others’ opinions, integrity is without question, takes pride in his work.”</p>
 <p><b>Teresa Kinder</b> Environmental engineer Environmental Science and Services Division <b>Lansing</b></p>	<p>“Excellent teamwork, flexible and takes into account the values of each team member, looks for ways to improve.”</p>

# DEPARTMENT OF ENVIRONMENTAL QUALITY

<p>PHOTO NOT AVAILABLE</p> <p><b>Lynne King</b> Environmental quality analyst Waste and Hazardous Materials Division <b>Livonia</b></p>	<p>“Dedicated, team player, strong sense of fairness and what is right.”</p>
 <p><b>Rhonda Klann</b> Environmental quality specialist Remediation and Redevelopment Division <b>Bay City</b></p>	<p>“Consistently puts forth extra effort to make sure right thing is done, very willing to offer help/explanation of how a problem could be solved.”</p>
 <p><b>Diana Klemans</b> Environmental manager Water Division <b>Lansing</b></p>	<p>“Communicates well, inclusive, decisive, and effective; strives to do the right thing; requires that issues be dealt with appropriately and professionally, and thanks staff when they do a good job.”</p>
<p>PHOTO NOT AVAILABLE</p> <p><b>Jeff Korniski</b> Environmental engineer Air Quality Division <b>Detroit</b></p>	<p>“Helpful to co-workers, knowledgeable, honest, hard-worker, great work product, unselfish, routinely turns down accrued vacation time in favor of work.”</p>

# DEPARTMENT OF ENVIRONMENTAL QUALITY



**Steve Lachance**  
Environmental quality specialist  
Air Quality Division  
**Grand Rapids**

“Hard-working, helpful, and honest; intelligent, helps others understand new concepts, willing to give up his own time, demonstrates excellence and integrity in everything he does.”



**Bill Larsen**  
Environmental quality specialist  
Geological and Land Management  
Division  
**Lansing**

“Reasonable and knowledgeable; does not hesitate to take positions that are not popular; consistently good, open, and helpful.”

# DEPARTMENT OF ENVIRONMENTAL QUALITY



**Lonnie Lee**  
Environmental manager  
Waste and Hazardous Materials Division  
**Lansing**

“Allows staff to do job without micro-management; keeps us informed on issues, considers staff opinions when making decisions.”



**Abby Leinbach**  
Environmental quality analyst  
Remediation and Redevelopment  
Division  
**Lansing**

“Very hard-working, diligent, respectful to others.”

PHOTO NOT AVAILABLE

**Dan Ling**  
Environmental Technical Supervisor  
Air Quality Division  
**Lansing**

“Wants everyone’s opinion, and the best work from everyone; created environment where inclusion is felt by all employees; maintains positive and responsible culture.”

PHOTO NOT AVAILABLE

**Todd Losee**  
Environmental quality specialist  
Geological and Land Management  
Division  
**Lansing**

“Dedication, excellent work product, includes other staff, brings integrity to all facets of program, considers contrary views in decision-making, intelligent.”

# DEPARTMENT OF ENVIRONMENTAL QUALITY

<p>PHOTO NOT AVAILABLE</p> <p><b>Lynelle Marolf</b>  Assistant Division Chief  Remediation and Redevelopment  Division  <b>Lansing</b></p>	<p>“Includes and listens to technical staff; personal knowledge is incredible; clearly defines her beliefs and honestly states them.”</p>
<p>PHOTO NOT AVAILABLE</p> <p><b>Ben Mathews</b>  Environmental quality analyst  Remediation and Redevelopment  Division  <b>Livonia</b></p>	<p>“Friendly, willing to listen and explain, positive attitude.”</p>
<p>PHOTO NOT AVAILABLE</p> <p><b>Wilhemina “Mina” McLemore</b>  Environmental manager  Air Quality Division  <b>Detroit</b></p>	<p>“Always makes staff feel appreciated and respected, which encourages staff to accomplish more; exhibits integrity, inclusion, and excellence in the way she works with others; fair, listens to staff, supports staff thoroughly.”</p>
 <p><b>Tim McGarry</b>  Enforcement Coordinator  <b>Lansing</b></p>	<p>“Strong sense of doing the right thing; treats all staff like equals.”</p>

# DEPARTMENT OF ENVIRONMENTAL QUALITY



**JoAnn Merrick**  
Senior Executive to the Director  
**Lansing**

“Open, practical, and effective.”



**Dick Mikula**  
Environmental quality specialist  
Water Division  
**Lansing**

“Smart, honest, and has good sense of what is important.”



**Claudia Miller**  
Personnel Management Assistant  
Office of Personnel Services  
**Lansing**

“Sensitive to others, committed to doing job well.”

# DEPARTMENT OF ENVIRONMENTAL QUALITY



**Carrie Monosmith**  
Environmental manager  
Air Quality Division  
**Jackson**

“Honest and professional; allows staff freedom in decision-making; fights to get staff what they need to get the job done.”



**De Montgomery**  
Environmental manager  
Waste and Hazardous Materials Division  
**Lansing**

“Excellent participatory manager, good role model as supervisor, very knowledgeable, inclusive, fair, responsible, productive, available for counsel; strives to get the right thing done.”



**David O'Donnell**  
Environmental manager  
Remediation and Redevelopment  
Division  
**Kalamazoo**

“Exemplifies integrity, inclusion, and excellence, through empowering staff, holding staff accountable for actions/ non-actions, treats all staff members as valued; intelligence, focus, clarity.”

# DEPARTMENT OF ENVIRONMENTAL QUALITY



**Pete Ostlund**  
Environmental manager  
Water Division  
**Lansing**

“Encourages inclusion, honest and accountable, strives for perfection.”



**Rich Overmyer**  
Environmental manager  
Water Division  
**Lansing**

“Tries to meet problem head on, includes all people who are affected, seeks knowledge of whole situation and tried to come to respectful and complete decision.”

PHOTO NOT AVAILABLE

**Carolyn Parker**  
Environmental engineer  
Waste and Hazardous Materials Division  
**Livonia**

“Hard-working, fair, honest, tries to achieve goals and high standards, did the work of three people for year and one-half.”

# DEPARTMENT OF ENVIRONMENTAL QUALITY



**Becky Patrick**

Department Specialist and FOIA  
coordinator  
Financial and Business Services  
Division

**Lansing**

“Commitment, accuracy, quick wit, integrity.”



**Bonnie Pawlowske**

Environmental quality analyst  
Waste and Hazardous Materials Division

**Livonia**

“Dedicated, strong worker, strong team player;  
fair and honest.”

# DEPARTMENT OF ENVIRONMENTAL QUALITY



**Amy Peterson**

Environmental quality specialist  
Environmental Science and Services  
Division  
**Lansing**

“Works hard with high standards, committed to program goals and serving the public fairly; honest, aware of impacts to internal and external customers, efficient and straightforward.”



**Julia Pieper**

Laboratory Scientist  
Environmental Science and Services  
Division  
**Lansing**

“Work quality exudes excellence, always willing to assist others, good work ethic, knowledgeable.”

PHOTO NOT AVAILABLE

**Bill Presson**

Engineering manager  
Air Quality Division  
**Lansing**

“Excellent supervisor, willing to listen to different staff views, supportive, a ‘people person,’ willing to stand up and speak on issues with upper management, honest and moral, fair and consistent application of rules.”

# DEPARTMENT OF ENVIRONMENTAL QUALITY



**Stanley "Skip" Pruss**  
Deputy Director  
**Lansing**

"Excellent listener, clear values, demonstrates passion for protecting environment."



**Kim Sakowski**  
Environmental quality analyst  
Remediation and Redevelopment  
Division  
**Lansing**

"Honest, fair, hard-working, personable, efficient, seeks input."

PHOTO NOT AVAILABLE

**Judy Schaefer**  
Environmental quality specialist  
Environmental Science and Services  
Division  
**Lansing**

"Asks for input, strives for excellence, goes above and beyond the call of duty, shares information, teaches with time and respect."

# DEPARTMENT OF ENVIRONMENTAL QUALITY



**Jack Schinderle**  
Environmental quality specialist  
Waste and Hazardous Materials Division  
**Lansing**

“Uncompromising commitment to environment, includes input from others on important decisions, represents relentless perfection of his work.”



**Rob Schmeling**  
Environmental manager  
Waste and Hazardous Materials Division  
**Upper Peninsula**

“Honest and consistent with regulated community.”

PHOTO NOT AVAILABLE

**John Schroeder**  
Engineering manager  
Air Quality Division  
**Lansing**



“Values staff, open to suggestions, positive, gets our diverse unit to work together.”

PHOTO NOT AVAILABLE

**Teresa Seidel**  
Environmental manager  
Air Quality Division  
**Livonia**

“Involves staff in decision-making, tries to reach consensus even on difficult problems, supports staff training, takes strong stands and sticks with them, listens to staff and asks our opinion, empowers and encourages staff to do their best.”

# DEPARTMENT OF ENVIRONMENTAL QUALITY

 <p><b>Bob Sills</b> Toxicology Specialist Air Quality Division <b>Lansing</b></p>	<p>“Honest with public, shows true concern for their fears, and respects their opinions; dedicated, composed, and focused on scientifically sound decisions.”</p>
<p>PHOTO NOT AVAILABLE</p> <p><b>Catherine Simon</b> Toxicology Manager Air Quality Division <b>Lansing</b></p>	<p>“Respects all opinions, listens, applies her extensive knowledge and people skills to all work situations, encourages teamwork.”</p>
 <p><b>Carol Smith</b> Laboratory Science Manager Environmental Science and Services Division <b>Lansing</b></p>	<p>“Excellent in her work and expects same of her staff; best employee the State could have, honest and direct with staff, excellent manager, encourages teamwork, takes care of staff.”</p>
<p>PHOTO NOT AVAILABLE</p> <p><b>Jeffrey Spruit</b> Geologist Remediation and Redevelopment Division <b>Kalamazoo</b></p>	<p>“Ethical, empowers co-workers, fair, knowledgeable.”</p>

# DEPARTMENT OF ENVIRONMENTAL QUALITY



**Kim Stephen**  
State Division Administrator  
Office of Financial Management  
**Lansing**

"Ethical, empowers co-workers, fair, knowledgeable."



**Jim Sygo**  
Deputy Director  
**Lansing**

"Committed to excellence, very accessible, values individual views."



**Al Taylor**  
Geologist  
Waste and Hazardous Materials Division  
**Lansing**

"Dedicated and composed; focuses on decisions that are scientifically sound and technically accurate; strong accountability; thorough, great communicator, seeks fairness and shares credit."

# DEPARTMENT OF ENVIRONMENTAL QUALITY



**Mary Beth Thelen**  
Executive Assistant to the Director  
**Lansing**

“A shining star; professional and pleasant.”

PHOTO NOT AVAILABLE

**Janice Tompkins**  
Environmental quality analyst  
Water Division  
**Grand Rapids**

“Exemplifies the department’s values daily; hard-working, honest, committed and passionate about the environment.”



**Robert Wagner**  
Environmental manager  
Remediation and Redevelopment  
Division  
**Gaylord**

“Unflinching integrity in quality of work, even when making unpopular decisions; always includes staff on decisions, encourages creative thinking.”

# DEPARTMENT OF ENVIRONMENTAL QUALITY



**Terry Walkington**

Environmental manager  
Waste and Hazardous Materials Division  
Bay City

“Integrity; takes responsibility for and contributes to outcomes; open to internal and external customers; high but achievable standards for himself and others.”

PHOTO NOT AVAILABLE

**Dave Walters**

Environmental engineer  
Water Division  
**Cadillac**

“Produces high quality work; seeks input from others, facilitates consistency in decisions.”

PHOTO NOT AVAILABLE

**Rhonda Zimmerman**

Environmental manager  
Waste and Hazardous Materials Division  
**Lansing**

“Excellent supervisor, fair, encourages staff; great integrity and job performance.”